

Panaji, 4th October, 2014 (Asvina 12, 1936)

SERIES II No. 27

OFFICIAL GAZETTE

GOVERNMENT OF GOA

PUBLISHED BY AUTHORITY

Note:- There is one Extraordinary issue to the Official Gazette, Series II No. 26 dated 25-09-2014 namely, Extraordinary dated 30-09-2014 from pages 599 to 600 regarding Order & Notification from Department of Elections (Goa State Election Commission).

GOVERNMENT OF GOA

Department of Agriculture

Directorate of Agriculture

Order

No. 2/25/2014-15/D.Agr/162

On the recommendation of the Goa Public Service Commission vide their letters No. COM/II/12/2(2)/2014/694 and No. COM/II/12/2(5)/2014/692 the probation period of the following Agriculture Officers, Group 'B', Gazetted in the pay scale of ` 9,300-34,800+ ` 4,600/- Grade Pay of this Directorate have been lifted, as they have satisfactorily completed their probation period as shown below:

Sr. No.	Name of the Officer	Date of appointment in regular service as Agriculture Officer	Date of lifting of probation period
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1	2	3	4
1.	Shri Babal Prabhu	24-01-1997	23-01-1999
2.	Shri Madhav B. Kelkar	30-01-1997	29-01-1999
3.	Shri Nevil Alphonso	31-01-1997	30-01-1999
4.	Smt. Ana Dias e Camara	24-01-1997	23-01-1999
5.	Shri Joaquim D'Souza	24-01-1997	23-01-1999
6.	Shri C. B. Perni	28-01-1997	27-01-1999
7.	Shri Sabha Verenkar	29-01-1997	28-01-1999
8.	Shri Sanjeev Mayekar	22-08-1997	21-08-1999
9.	Shri Shivanand Wagle	29-10-1997	28-10-1999

1	2	3	4
10.	Dr. Sandeep Kesarkar	17-05-2001	16-05-2003
11.	Shri Vithal Joshi	17-05-2001	16-05-2003
12.	Shri Satej Kamat	17-05-2001	16-05-2003
13.	Shri Shriram Dhaimodkar	15-05-2001	14-05-2003
14.	Shri Sandeep Fal Dessai	17-05-2001	16-05-2003
15.	Shri Rajesh B. Dessai	26-02-2003	25-02-2005
16.	Smt. Shoban Ugvenkar	27-11-2003	26-11-2005
17.	Shri Dilip Paranjape	28-11-2003	27-11-2005
18.	Smt. Rena Menezes	27-11-2003	26-11-2005
19.	Shri Chandrahas Dessai	17-12-2003	16-12-2005
20.	Shri Anant P. Hoble	20-01-2012	19-01-2014
21.	Shri Nitin K. Bhakale	20-01-2012	19-01-2014
22.	Shri Kishore N. Bhave	20-01-2012	19-01-2014
23.	Shri Pradeep Malik	20-01-2012	19-01-2014
24.	Shri Shrikant Mone	20-01-2012	19-01-2014
25.	Shri Girish A. Kenkre	08-05-2012	07-05-2014

By order and in the name of the Governor of Goa.

Orlando Rodrigues, Director & ex officio Joint Secretary (Agriculture).

Tonca-Caranzalem, 12th September, 2014.



Department of Animal Husbandry

Directorate of Animal Husbandry & Veterinary Services

Corrigendum

No. 2/13/95-AH (Part)/14-15/3198

Read: No. 2/13/95-AH (Part)/14-15/2645 dated 20-08-2014.

In para 1, third line, of the Government order cited above, the dates “19-04-2014 to 18-10-2014” is corrected to read as “18-04-2014 to 17-10-2014”.

All other contents remains unchanged in the said order.

By order and in the name of the Governor of Goa.

Dr. B. Braganza, Director & ex officio Joint Secretary (AH).

Panaji, 18th September, 2014.



Department of Co-operation

Office of the Asstt. Registrar of Co-op. Societies



No. 3-84-2013/TS/NZ/2737

- Read: 1) Annual General Body Meeting proceedings dated 07-02-2013.
 2) Letter dated 23-06-2014 from the Secretary of Nilaya Employees Co-op. Credit Society Ltd., C/o Nilaya Hermitage, Jay Agrotech Pvt. Ltd., Arpora, Bhati, Bardez.
 3) Show Cause Notice No. 3-84-2013/TS/NZ dated 11-08-2014.

Whereas, the Board of Directors of Nilaya Employees Co-op. Credit Society Ltd., C/o Nilaya Hermitage, Jay Agrotech Pvt. Ltd., Arpora, Bhati, Bardez-Goa was issued Show Cause Notice referred at Sr. No. 3 above to submit their say on 08-09-2014 in terms of sub-section 2 of Section 92 of the Goa Co-op. Societies Act, 2001 as to why the society should not be taken into liquidation.

And whereas, the Chairman along with two Board of Directors of the society were remained present on the aforesaid date for hearing and submitted their say. They have contended that there is delay in disbursing the salary to the employees of the company and also company does not co-operate in regards with the recovery of the loans and as a result general body took a resolution to take society into liquidation. The members of the society are also not interested to run the affairs as there is no benefit to be derived from the society.

In view of the above, it is felt expedient that non functioning of the society due to lack of interest from the members will not serve the purpose for achieving its objectives as laid down in its bye-laws. More importantly, the functioning of the society has been paralysed due to non

participation of its members in the business activities of the society. The prevailing condition appears to be precarious beyond the reach of rejuvenation.

Therefore, I pass the following Order:

ORDER

By virtue of powers vested in me under sub-section 2 of Section 92 of the Goa Co-op. Societies Act, 2001, I, V. B. Devidas, Asstt. Registrar of Co-op. Societies, North Zone, Mapusa-Goa hereby confirmed the Show Cause Notice mentioned at Sr. No. 3 referred hereinabove and liquidate the affairs of Nilaya Employees Co-op. Credit Society Ltd., C/o Nilaya Hermitage, Jay Agrotech Pvt. Ltd., Arpora, Bhati, Bardez-Goa.

Further, by virtue of powers vested in me under 93(1) of the Goa Co-op. Societies Act, 2001, I, V. B. Devidas, Asstt. Registrar of Co-op. Societies, North Zone, Mapusa-Goa hereby appoint Smt. Sonali Nagvenkar, Jr. Auditor/Inspector, Co-op. Societies, North Zone, Mapusa-Goa as a Liquidator of Nilaya Employees Co-op. Credit Society Ltd., C/o Nilaya Hermitage, Jay Agrotech Pvt. Ltd., Arpora, Bhati, Bardez-Goa with immediate effect.

V. B. Devidas, Asstt. Registrar of Co-op. Societies, North Zone,

Mapusa, 12th September. 2014.



Department of Education, Art & Culture

Directorate of Technical Education

College Section



Addendum

No. 16/311/PF/RDN/GEC/DTE/13/1827

Read: Order No. 16/311/PF/RDN/GEC/DTE/13/3155 dated 13-01-2014.

In the above referred Order, appointing Shri Raghavendra Datta Naik to the post of Assistant Professor in Mechanical Engineering, Goa College of Engineering, the following para is added after first para.

“The appointment is against the post of Assistant Professor in Mechanical Engineering created vide order No. 16/250/Creation & Revival of post of GEC/DTE//10/2403 dated 12-07-2010 and subsequently revived vide order No. 16/250/Creation & Revival of post of GEC/DTE/10/756 dated 18-06-2013 (Non-plan First post at Sr. No. 21)”.

All other contents of the stated order remain unchanged.

By order and in the name of the Governor of Goa.

Vivek B. Kamat, Director & ex officio Additional Secretary (Technical Education).

Porvorim, 10th September, 2014.

Addendum

No. 11/4/98/AAM/PF/DTE/2014/1858

Read: Order No. 11/4/98/AAM/PF/DTE/2014/781 dated 24-06-2014.

In the above referred Order, appointing Dr. Anand Avinash Mahajan, to the post of Associate Professor in Pharmaceutical Analysis, Goa College of Pharmacy, the following para is added after first para.

“The appointment is against the post of Associate Professor in Pharmaceutical Analysis created vide order No. 11-1-91-EDN dated 23-1-1992, Revived vide Order No. DTE/ADC/11/1/43/2008/PI/3176 dated 15-6-2011 and subsequently revived vide order No. DTE/ADC/11/1/43/2008/Vol. II/1604 dated 19-8-2014 (Non-Plan post of Sr. No. 3). He shall draw his salary against the vacant post of Associate Professor in Pharmaceutics created vide order No. 11/3/30/2008/DTE/1730 dated 16-9-2009 and subsequently revived vide order No. DTE/ADC/11/1/43/2008/PI/1683 dated 26-9-2012 w.e.f. his joining i.e. 22-7-2014 up to date of revival of post of Associate Professor in Pharmaceutical Analysis i.e. 19-8-2014”.

All other contents of the stated order remain unchanged.

By order and in the name of the Governor of Goa.

Vivek B. Kamat, Director & ex officio Additional Secretary (Technical Education).

Porvorim, 12th September, 2014.

Addendum

No. 11/4/99/SSG/PF/DTE/2014/1857

Read: Order No. 11/4/99/SSG/PF/DTE/2014/818 dated 26-06-2014.

In the above referred Order, appointing Shri Shailendra Shivaji Gurav, to the post of Associate Professor in Pharmacognosy, Goa College of Pharmacy, the following para is added after first para.

“The appointment is against the post of Associate Professor in Pharmacognosy created vide order No. 11/3/90-EDN-Part/2806 dated 04-09-2001, Revived vide Order No. DTE/ADC/11/1/43/2008/809 dated 20-6-2008, further Revived vide Order No. DTE/ADC/11/1/43/2008/PI/3176 dated 15-6-2011 and subsequently revived vide order No. DTE/ADC/11/1/43/2008/Vol. II/1604 dated 19-8-2014 (Non-Plan post of Sr. No. 4)”.

All other contents of the stated order remain unchanged.

By order and in the name of the Governor of Goa.

Vivek B. Kamat, Director & ex officio Additional Secretary (Technical Education).

Porvorim, 12th September, 2014.

Addendum

No. 11/4/94/RRP/PF/DTE/2014/1856

Read: Order No. 11/4/94/RRP/PF/DTE/2014/3686 dated 20-02-2014.

In the above referred Order, appointing Shri Rohan Ramesh Prabhu, to the post of Assistant Professor in Pharmaceutics Goa College of Pharmacy, the following para is added after first para.

“The appointment is against the post of Assistant Professor in Pharmaceutics created vide order No. 11/3/30/2008/DTE/1730 dated 16-9-2009 and subsequently revived vide order No. DTE/ADC/11/1/43/2008/PI/1683 dated 26-9-2012 (Non-Plan first post of Sr. No. 2)”.

All other contents of the stated order remain unchanged.

By order and in the name of the Governor of Goa.

Vivek B. Kamat, Director & ex officio Additional Secretary (Technical Education).

Porvorim, 12th September, 2014.

Addendum

No. 11/4/96/RLH/PF/DTE/2014/1860

Read: Order No. 11/4/96/RLH/PF/DTE/2014/876 dated 01-07-2014.

In the above referred Order, appointing Shri Raveendra Lagamappa Hullolikar, to the post of Assistant Professor in Pharmaceutical Chemistry, Goa College of Pharmacy, the following para is added after first para.

“The appointment is against the post of Assistant Professor in Pharmaceutical Chemistry created vide order No. 11/3/30/2008/DTE/1730 dated 16-9-2009 and subsequently revived vide order No. DTE/ADC/11/1/43/2008/PI/1683 dated 26-9-2012 (Non-Plan fifth post of Sr. No. 2)”.

All other contents of the stated order remain unchanged.

By order and in the name of the Governor of Goa.

Vivek B. Kamat, Director & ex officio Additional Secretary (Technical Education).

Porvorim, 12th September, 2014.

Addendum

No. 11/4/92/NLN/PF/DTE/2014/1861

Read: Order No. 11/4/92/NLN/PF/DTE/2014/3730 dated 24-02-2014.

In the above referred Order, appointing Kum. Nutan Laxman Naik to the post of Assistant Professor, in Pharmaceutical Chemistry, Goa College of Pharmacy, the following para is added after first para.

“The appointment is against the post of Assistant Professor in Pharmaceutical Chemistry created vide order No. 11/3/30/2008/DTE/1730 dated 16-9-2009 and subsequently revived vide order No. DTE/ADC/11/1/43/2008/PI/1683 dated 26-9-2012 (Non-Plan third post of Sr. No. 2)”.

All other contents of the stated order remain unchanged.

By order and in the name of the Governor of Goa.

Vivek B. Kamat, Director & ex officio Additional Secretary (Technical Education).

Porvorim, 12th September, 2014.

Addendum

No. 11/4/95/LMF/PF/DTE/2014/1863

Read: Order No. 11/4/95/LMF/PF/DTE/2014/3711 dated 21-02-2014.

In the above referred Order, appointing Kum. Liesl Maria Fernandes, to the post of Assistant Professor in Pharmacology, Goa College of Pharmacy, the following para is added after first para.

“The appointment is against the post of Assistant Professor in Pharmacology created vide

order No. 11/3/30/2008/DTE/1730 dated 16-9-2009 and subsequently revived vide order No. DTE/ADC/11/1/43/2008/PI/1683 dated 26-9-2012 (Non-Plan fourth post of Sr. No. 2)”.

All other contents of the stated order remain unchanged.

By order and in the name of the Governor of Goa.

Vivek B. Kamat, Director & ex officio Additional Secretary (Technical Education).

Porvorim, 12th September, 2014.

Addendum

No. 11/4/97/RRP/PF/DTE/2014/1864

Read: Order No. 11/4/97/RRP/PF/DTE/2014/779 dated 24-06-2014.

In the above referred Order, appointing Shri Raghuvir Ramakant Pissurlenkar, to the post of Associate Professor in Pharmaceutical Chemistry, Goa College of Pharmacy the following para is added after first para.

“The appointment is against the post of Associate Professor in Pharmaceutical Chemistry created vide order No. Y-11/72-GCP/2453 dated 17-06-1972, vacated by Shri M. G. Pai on 30-4-2012 and subsequently revived vide order No. DTE/ADC/11/1/43/2008/Vol.II/1604 dated 19-8-2014 (Non-Plan post of Sr. No. 5)”.

All other contents of the stated order remain unchanged.

By order and in the name of the Governor of Goa.

Vivek B. Kamat, Director & ex officio Additional Secretary (Technical Education).

Porvorim, 12th September, 2014.

Addendum

No. 11/4/100/AVB/PF/DTE/2014/1866

Read: Order No. 11/4/100/AVB/PF/DTE/2014/1005 dated 11-07-2014.

In the above referred Order, appointing Shri Anant Venkatesh Bhandarkar to the post of Assistant Professor in Pharmacognosy, Goa College of Pharmacy, the following para is added after first para.

“The appointment is against the post of Assistant Professor in Pharmacognosy created vide order No. 11/3/30/2008/DTE/1730 dated

16-9-2009 and subsequently revived vide order No. DTE/ADC/11/1/43/2008/PI/1683 dated 26-9-2012 (Non-Plan Sixth post of Sr. No. 2)".

All other contents of the stated order remain unchanged.

By order and in the name of the Governor of Goa.

Vivek B. Kamat, Director & ex officio Additional Secretary (Technical Education).

Porvorim, 12th September, 2014.

Addendum

No. 11/4/93/RSC/PF/DTE/2014/1871

Read: Order No. 11/4/93/RSC/PF/DTE/2014/3687 dated 20-02-2014.

In the above referred Order, appointing Shri Rahul Suvarn Chodankar, to the post of Assistant Professor in Pharmaceutical Chemistry, Goa College of Pharmacy, the following para is added after first para.

"The appointment is against the post of Assistant Professor in Pharmaceutical Chemistry created vide order No. 11/3/30/2008/DTE/1730 dated 16/9/2009 and subsequently revived vide order No. DTE/ADC/11/1/43/2008/PI/1683 dated 26-9-2012 (Non-Plan Second post of Sr. No. 2)".

All other contents of the stated order remain unchanged.

By order and in the name of the Governor of Goa.

Vivek B. Kamat, Director & ex officio Additional Secretary (Technical Education).

Porvorim, 12th September, 2014.

Department of Labour

Notification

No. 28/1/2014-Lab/289

The following award passed by the Industrial Tribunal and Labour Court at Panaji-Goa on 28-04-2014 in reference No. IT/44/2012 is hereby published as required by Section 17 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947).

By order and in the name of the Governor of Goa.

Shashank V. Thakur, Under Secretary (Labour).

Porvorim, 23rd May, 2014.

IN THE INDUSTRIAL TRIBUNAL AND LABOUR COURT GOVERNMENT OF GOA AT PANAJI

(Before **Ms. Bimba K. Thaly**, Presiding Officer)

IT/44/2012

Workmen
Rep. by The President,
Goa Trade & Commercial
Workers' Union,
Velho's Building, 2nd Floor,
Panaji, Goa - 403001 Workmen/Party I
V/s

The Managing Director,
M/s. Gate Gourmet
India Pvt. Ltd.,
Airport Road,
Sancoale,
Dabolim, Goa - 403801 Employer/Party II
Workmen/Party I represented by Shri Subhash Naik.

Employer/Party II represented by Adv. Shri M. S. Bandodkar.

AWARD

(Passed on this 28th day of April, 2014)

In exercise of powers conferred by clause (d) of sub-section (1) of Section 10 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947) (for short 'The Act'), the Government of Goa by order dated 3-7-2012 bearing No. 28/5/2011-LAB/368, has referred the following dispute for adjudication.

"(1) Whether the action of the management of M/s. Gate Gourmet India Private Limited, Airport Road, Sancoale, Dabolim, Goa, in refusing to consider the following demands raised by the workmen represented by the Goa Trade and Commercial Workers' Union vide it's letter dated 30-08-2008, is legal and justified.

CHARTER OF DEMANDS

(1) *Demand No. 1:* FLAT-RISE IN BASIC-SALARY AND PAY-SCALES:

It is demanded that each workman shall be paid a sum of Rs. 1,500/- as Flat-Rise over and above the existing "Basic Salary" earned by him/her as on 31-07-2008. The total basic salary of each workman as on 31-07-2008 plus the Flat-Rise of Rs. 1,500/- per month shall be placed in the respective pay scale given below and fitted in

at the appropriate stage in the pay scale w.e.f. 01-08-2008. It is further demanded that "Special Grades" may be worked out and the workman may be fitted in these grades according to seniority and designations.

Grade	Pay-Scales
I	1700-65-2025-75-2400-85-2825-95-3300.
II	1925-70-2275-80-2675-90-3125-100-4125.
III	2175-75-2550-85-2975-95-3450-105-3575.
IV	2425-80-2825-90-3275-105-3800-110-4350.
V	2650-85-3075-95-3550-110-4100-120-4700.
VI	2925-90-3375-100-4375-115-4950-125-5575

SPECIAL GRADES

Grade	Pay-Scales
SP-I	3200-95-3675-105-4200-120-4800-130-5950
SP-II	3500-100-4500-110-5050-125-5675-135-6350
SP-III	3800-105-4325-115-4900-130-5550-140-6250.

(2) Demand No. 2: SENIORITY INCREMENTS:

It is demanded that all the workmen shall be given "Seniority Increments" as mentioned below with effect from 01-08-2008;

- Those who have completed 2 to 5 years of service shall be paid one Special Increment.
- Those who have completed 6 to 8 years of service shall be paid two Special Increments.
- Those who have completed 8 to 10 years of service shall be paid three Special Increments.

(3) Demand No. 3: HOUSE RENT ALLOWANCE (HRA):

It is demanded that with effect from 01-08-2008, each workman be paid House Rent Allowance(HRA) at the rate of 40% of the revised new basic salary and Dearness Allowance.

(4) Demand No. 4: FIXED DEARNESS ALLOWANCE (FDA):

It is demanded that with effect from 01-08-2008, each workman shall be paid a Fixed Dearness Allowance(FDA) every month at the rate of Rs. 1200/- in addition to the existing Fixed Dearness Allowance as on 31-07-2008.

(5) Demand No. 5: VARIABLE DEARNESS ALLOWANCE (VDA):

It is demanded that with effect from 01-08-2008, each workman shall be paid a Variable Dearness

Allowance(VDA) at the rate of Rs. 2.50 paise per point over and above base (Average of All India Consumer Price Index) 2000 points (1960= 100). The Variable Dearness Allowance (VDA) should be revised quarterly in the month of January, April, July and October.

(6) Demand No. 6: CONVEYANCE ALLOWANCE:

It is demanded that with effect from 01-08-2008, each workman be paid Conveyance Allowance at the rate of Rs. 800/- per month.

(7) Demand No. 7: CITY COMPENSATION ALLOWANCE:

It is demanded that with effect from 01-08-2008, each workman shall be paid a sum of Rs. 500/-, per month towards City Compensation Allowance.

(8) Demand No. 8: WASHING ALLOWANCE:

It is demanded that with effect from 01-08-2008, each workman shall be paid a sum of Rs. 450/-, per month towards Washing Allowance.

(9) Demand No. 9: SHIFT ALLOWANCE:

It is demanded that with effect from 01-08-2008, each workman shall be paid Shift Allowance on the following basis:

- Rs. 35/- 1st Shift Allowance
- Rs. 45/- 2nd Shift Allowance
- Rs. 55/- 3rd Shift Allowance

It is further demanded that the workmen shall be allowed to have shift change from all the Departments at the end of the week.

(10) Demand No. 10: LEAVE TRAVEL ALLOWANCE:

It is demanded that with effect from 01-08-2008, each workman shall be paid Rs. 10,000/- as Leave Travel Allowance (LTA) every year. While taking the benefits of LTA, the workman shall be allowed to avail four days Privilege Leave.

(11) Demand No. 11: OVERTIME:

It is demanded that each workman shall be paid overtime at double the rate of wages. Whenever the workmen are required to work on Sunday/ Holidays and weekly off days, they shall be paid double the rate of wages with a paid compensatory off days, which shall be allowed to be availed by the workers within 10 days of such work. It is also demanded that when a worker exceeds 16 hours of duty due of exigencies of work, he shall be paid overtime as above with paid compensatory off. Overtime shall be applicable soon after 15 minutes of duty hours. It is further demanded that the existing system of

making workers working for 9 hours every shift without paying overtime should be stopped. The Shift working should be for 8 hours. Management shall stop constant change in shifting timings.

(12) *Demand No. 12: LEAVE FACILITIES:*

It is demanded that the workman shall be eligible to the following leave facilities with effect from 01-08-2006.

- (a) **Privilege Leave:** 30 days of Privilege Leave per annum; with a facility to accumulate upto 150 days. The workmen should be allowed to take privilege leave six times in a calendar month.
- (b) **Casual Leave:** 10 days of Casual Leave per annum with a facility to encash the balance leave in case the Casual Leave is not sanctioned due to exigencies of work.
- (c) **Sick Leave:** 15 days of Sick Leave per annum with a facility to accumulate upto 60 days.
- (d) **Holidays:** It is demanded that the workmen shall get 12 days paid holidays in a calendar year. The list of holidays to be finalized at the beginning of the calendar year in consultation with the Members of the Local Committee and the list to be displayed on the notice board at the beginning of the year.
- (e) **Bereavement Leave:** The workman shall be eligible for 12 days bereavement leave for each death of any of his/her parents/spouse and children.

(13) *Demand No. 13: FULLY EQUIPPED MEDICAL CARE CENTRE:*

It is demanded that the management shall provide a fully equipped Medical Care Centre functioning all the 24 hours (round the clock) with a Registered Medical Practitioner, Staff Nurse with all essential/emergency medicines and First-Aid Kits.

(14) *Demand No. 14: INTEREST FREE LOAN FACILITY:*

It is demanded that each workman shall be made eligible to an interest-free loan facility to the extent of Rs. 50,000/- to be deducted in 100 equal instalments and it should be passed within a week, after receiving application.

(15) *Demand No. 15: BONUS/EX-GRATIA:*

It is demanded that each and every workman be paid Bonus/Ex-Gratia every year at the rate of 20% on the gross salary earned during the financial year.

(16) *Demand No. 16: ACCIDENT LEAVE:*

It is demanded that whenever any workman meets with an accident, "while on duty", in the course of employment he/she should be eligible to be paid full wages. In case a worker is covered by the Employees State Insurance Scheme and if 75% wages are paid by Employees State Insurance Corporation as accident wages to the insured workman, the remaining 25% in short fall in wages should be paid by the company to the concerned workman.

(17) *Demand No. 17: MEDICAL ALLOWANCE & SPECIAL SICK LEAVE:*

It is demanded that those workmen who are outside the purview of Employees State Insurance Scheme should be made eligible to 15 days additional sick leave per annum and 5% of the gross salary ought to be paid every month to such Non-ESIS Workmen as the Medical Allowance.

(18) *Demand No. 18: ALL THE CASUALS, TEMPORARY, CONTRACT WORKMEN TO BE MADE PERMANENT:*

It is demanded that all the casual/temporary/contract workmen for more than one year be made permanent and brought on the permanent rolls.

(19) *Demand No. 19: FESTIVAL ADVANCE:*

It is demanded that each workman should be paid Rs. 10,000/- as a Festival Advance which is to be deducted in 10 equal installments and same should be paid at least 10 days prior to the following festivals every year.

- (a) Ganesh Chaturthi Festival.
- (b) Christmas Festival.

(20) *Demand No. 20: DEATH BENEFIT RELIEF:*

It is demanded that in case of death in the course of employment or while on duty, the relative/dependents of such workman be paid a Death Benefit Relief of Rs.75,000/- as an immediate relief without prejudicing the other legal rights and claims as provided under different legislations and Acts.

(21) *Demand No. 21: LATE COMING/EARLY GOING:*

It is demanded that the earlier benefit of late coming/early going which was enjoyed by the employees and discontinued by the management should be continued to be enjoyed by the employees.

(22) *Demand No. 22: PROMOTION POLICY:*

It is demanded that separate promotion policy should be promulgated in consultation with the Union.

(23) *Demand No. 23: YEARLY GIFT:*

It is demanded that all the workmen shall be given yearly gift at the time of festival of Rs. 2000/- each once in year and the amounts increased as per seniority.

(24) *Demand No. 24: FREE CAKE:*

It is demanded that all the workmen shall be given free cake of 2 kgs. in the month of his/her birthday and 50% discount on all the cakes.

(25) *Demand No. 25: UNION OFFICE:*

It is demanded that the office for Union shall be provided in the premises of the Hotel.

(26) *Demand No. 26: UNIFORMS/RAINWEARS/CHAPPALS:*

It is demanded that every workman shall be given three pairs of Terri Cotton Uniforms every year. It is further demanded that every female workman should be given an Umbrella/Raincoat and a pair of rain sandals and for the male workman a Raincoat and Sandals before the rainy season.

The Union demands that the workmen should be given one bar of soap every month and two cotton towels every year.

(27) *Demand No. 27: FACILITY FOR OUTDOOR CATERING:*

It is demanded that the Supervisor shall be paid an amount of Rs.60/-, drivers Rs.50/- and General Workers Rs.30/- whenever they are sent for outdoor catering. The above amount be paid to each one of them on a daily payment voucher.

It is further demanded that the following workman shall be paid as mentioned below for outdoor parties:

Production Rs. 400/-, Steward Rs. 300/-, Kitchen Stewarding Rs. 200/-.

(28) *Demand No. 28: BREAKFAST/TEA AND LUNCH/DINNER:*

On additional flight- It is demanded that as and when the workmen are on duty outside the hotel premises on V. I. P./Domestic/Chartered Flight, the workmen should be paid an amount of Rs. 25/- for Breakfast, Rs. 40/- for Lunch and Dinner and Rs.15/- for evening Tea.

It is also demanded that as and when the workmen performed additional duty on V.V.I.P./Domestic/Chartered Flight, the workmen should be paid in addition 35% of his gross wage on the daily payment voucher.

(29) *Demand No. 29: FREE FOOD:*

It is demanded that the workmen and other staff should be provided free food facility of good quality.

(30) *Demand No. 30: REST-ROOM AND TOILET:*

It is demanded that the management should provide well furnished Rest-Rooms to the workmen. It is further demanded that the Toilets provided for the female workman may be increased by an additional toilet.

(31) *Demand No. 31: GENERAL ISSUES:*

The following is demanded:

- (a) 2 nos. of soap, 1- Towel for every month.
- (b) Replacement if Union Member is placed any member resigns.

(32) *Demand No. 32:* It is demanded that Coach should be available from Margao to Hotel.

- (2) If the answer to issue No. (1) above is in the negative, then, to what relief the workmen are entitled?"

2. Upon receipt of the dispute, Ref. No. IT/44/12 was registered and registered AD notices were issued to both the parties. Upon appearance, Party I filed the claim statement at Exb. 4, Party II filed the written statement at Exb. 5.

3. In the statement of claim it is in short the case of Party I that Party II establishment which is a subsidiary of Swiss Giant Gate Group provides inflight catering and services of Indian food Catering for providing inflight on board catering services. It is stated that Party II has emerged market leader in the hotel industry. It is stated that all the workmen are employed with Party II since its inception and that the wages and allowances were fixed and were accepted by these workmen as a matter of compromise. It is stated that since thereafter there has been no meaningful wage rise given to these workmen and that these workmen are still working on the same wages and other service conditions as made applicable to them at the time of their joining date. It is stated that the present salaries and wages paid to these unionized workmen are very low, pathetic and meagre and the same does not even make both ends meet and does not take care of their bare minimum basic needs and therefore present COD dated 30-8-08 is raised on behalf of these workmen on the management of Party II for enhancing their existing wages, salary, allowances and other service conditions specifically for a period of three years effective

1-8-08. It is stated that this COD was not settled by Party II across the table, inspite of series of requests, letters and reminders. It is stated that due to obstinate and adamant attitude of Party II, the union was left with no other alternative then to raise an industrial dispute before the office of Asst. Labour Commissioner, Government of Goa. It is stated that Party II establishment is in a strong financial position to meet the demands of the workers. It is stated that the workmen working with Party II are paid very low wages which do not even take care of their bare minimum needs. It is stated that the salaries paid to Party I fail to take into consideration the rising cost of living index, market scenario and as such the same are highly disproportionate and inadequate to meet the challenges of day to day living. It is stated that Party II earns huge profits every year. It is stated that therefore the demands raised by Party I union are just, fair and proper and the same need to be conceded in favour of the union workmen. Party I union has also reiterated the demands mentioned in the order of reference and have prayed that the said demands raised in their COD dated 30-8-08 as mentioned in the schedule of reference be conceded in the favour of the workmen/union with retrospective effect from 1-8-08 along with the payment of arrears.

4. In the written statement, Party II has denied the case set up by Party I and has in short stated that for the period of settlement which is in question i.e. from 1-8-08 to 31-7-10, Party II has already paid to the workmen money and emolument @ Rs.1200/- per month to each workmen, covering the entire period of COD. It is stated that Party II has also paid for further period i.e. 1-8-10 to 31-3-11 @Rs.1200/- which is now covered in the COD dated 24-12-12 and therefore nothing is due and payable to the workmen. It is stated that the above amount was paid to the workmen without prejudice to the contention of Party II that the plant is making huge losses and the Party II is not in a position to take any further financial burden. It is stated that after COD dated 30-8-08 was raised the employees were paid arrears @Rs. 1200/- per month arising out of COD effective from 1-8-08 to 31-12-09 amounting to Rs. 20400 and from 1-1-2010 to 31-3-2011 amounting to Rs.18000/- and that the total amount paid to each employee is Rs. 38,400/- in April 2011 and the said amount of Rs.1200/- was revised in their salaries. It is stated that the company has suffered huge losses and as such it was forced to closed down the Mumbai office and had to remove the entire staff but Party II continued to give same

facilities and benefits to the staff working in Goa. It is stated that even today Party II is not doing well and there are continued financial losses due to drop in foreign charters and tourists and due to competition in business itself. It is stated that the company has to pay high amount of royalties to the Airport Authorities of India to take their permission for inflight catering operations and as such due to high costs and accumulated losses the demand of union for increase in salaries and VDA is unbearable. Thus, it is in short the case of Party II that the demands raised by Party I cannot be conceded in their favour with retrospective effect, along with the payment of arrears and that the reference of Party I ought to be rejected.

In the course of further proceeding and when the matter was at the stage of filing of rejoinder by Party I, parties filed an application at Exb. 8 stating that the matter has already been settled and a settlement dated 20-3-14 has been signed between the union and the management of Party I and the parties requested to take the matter on board for passing an award in terms of the settlement. Accordingly, the matter was taken up on the board and the parties filed the settlement terms at Exb. 9. The terms of settlement signed by the parties read as under:

TERMS OF SETTLEMENT

1. Coverage: This Settlement would cover and be applicable to all the permanent workmen employed/working with the Company, M/s. Gate Gourment India Private Limited, Goa Unit in grades GD-I, GD-II, GD-III, GD-IV, GD-V and GD-VI.

Details of grades/pay scales/designations of permanent workmen up to grade GD-VI is annexed to the Settlement for better understanding of the coverage {Annexure-I}.

2. Revision of Wages: The Management and the workmen/Union party to the Settlement agree that the wage increase in terms of this Settlement will be permissible to the Workmen as per the following structure:

- a) Then wage increase of Rs. 1200/- per month granted to the workmen effective 01-08-2008 shall be deemed/treated as full and final increase in the wages of the workmen covered under the Settlement until 31-12-2011 and thus settles the Charter of Demands dated 30th August, 2008.
- b) The wage increase of Rs. 1500/- per month granted to the workmen effective

01-01-2012 shall be deemed/treated as full and final increase in the wages of the workmen covered under this Settlement until 31-12-2012 and thus settles the Charter of Demands dated 9th October, 2011.

- c) A lump sum payment of Rs. 3500/- shall be made as an ex-gratia to the workmen covered under this Settlement which shall be deemed/treated as full and final increase in the wages for the period commencing from 01-01-2013 until 31-07-2013.
- d) Effective 01-07-2013 the increase in the wages of the workmen covered under this Settlement shall be @ Rs. 1750/- per month until 31-03-2014.
- e) Effective 01-04-2014 the increase in the wages of the workmen covered under this Settlement shall be @ 5% of the gross wages drawn as on 31-03-2014.
- f) It is agreed between the parties that in keeping with the Company's policy and practice of the wage structure, 50% of the increase per month shall constitute basic pay, while the balance 50% per month shall constitute the other allowances. FDA and VDA shall be in addition to this.
- g) Revision of wages shall be effected and arrears accruing out of the above revisions shall be paid to the workmen alongwith the salary payable for the month in which the joint application praying for passing an award in terms of this Settlement is made by the parties before the Hon'ble Tribunal in the case bearing ID reference number IT/44/12.
- h) The Union and the Workmen do hereby accept the wages increase in full and final settlement. It is further agreed that the wages of the workmen shall be restructured to comprise of four/five components. Such re-structuring whenever effected, shall be done by merging the existing allowances on a 'cost neutral basis' that is to say that the re-structuring shall not entail any additional financial burden of any nature whatsoever on the management.

Details will be communicated to the Union.

3. **Bonus:** Workmen covered under this Settlement shall be paid Bonus as per the Payment of Bonus Act, 1948.

4. **Grievance Handling:** The Management and the Union agree to establish a grievance redressal procedure ("Grievance Procedure") to address work related individual grievances as per and in accordance with the grievance handling procedure which has already been shared with the Union. Matters within the scope of discussion/ negotiation with the Union shall not fall within the purview of this Procedure.

5. **Finality:** (a) This Settlement represents a package deal and is in full and final settlement of all disputes, demands or claims of the Workmen having financial implications, including the demands covered by the charter of demands dated 30th August, 2008, 09th October, 2011 and 24th December 2012 and/or those referred for adjudication to the Learned Industrial Tribunal of Goa at Panaji by the Labour Department, Goa Vide "Order" date 3rd July, 2012 bearing reference number IT/44/12. Any demand and/or demands which are not specifically covered in this Settlement, shall be deemed to have been settled and withdrawn.

b) This Settlement shall be valid and remain in operation for a period of three years with effect from 1-1-2013 to 31-12-2015 and shall continue to remain operational and binding on the Workmen/Union even thereafter till such time it is validly and lawfully terminated in accordance with the provisions of the Industrial Disputes Act, 1947.

(c) The Workmen and Union agree that all demands raised by them in the aforementioned three (03) Charter of Demands and/or during the course of negotiations, including the demands/ /disputes covered by ID reference number IT/44/ /12 pending before the Learned Industrial Tribunal, Panjim, Goa are fully and finally settled by this Settlement and further agree that during the currency of this settlement, they will not raise any fresh demands involving financial implications or commitments directly or indirectly or regarding any other issue except by mutual written agreement between the parties.

(d) It is further agreed that the next Settlement shall be for such period as may be mutually agreed upon.

6. **Mutual Rights and Obligations:** (a) The Management recognizes that the Union represents the Workmen as detailed hereinbefore. The Union recognizes the right of the Management to manage the affairs of the Company and all negotiations must take place on the basis of mutual trust, understanding and non discrimination.

(b) The parties commit themselves to promoting improving and strengthening bilateral harmonious relationship. The re-affirm that in case of any individual or group grievance every effort shall be made to resolve the same through mutual discussions without either party resorting to any coercive, unconstitutional or illegal methods.

(c) The parties accept and affirm that effective utilization of existing manpower and resources is the key to achieve higher productivity. The parties, therefore, agree that they will cooperate with each other and make efforts to obtain full day's work from the Workmen.

(d) The Management on its part assures that all statutory enactments as applicable shall be duly adhered to and complied with and all statutory benefits flowing from such enactments including bonus, gratuity etc. shall be paid to the Workmen in accordance with the provisions of law.

(e) The Workmen/Union accept that the Management shall always be the sole judge and shall have the exclusive right and prerogative to fix norms for various work activities and assignments and/or deployment of manpower in different work activities, levels, as well as to maintain a mixed work force of permanent and temporary workmen.

The Management shall always be free to engage contingent, casual, part-time workmen and the like, as well as to take recourse to contract labour, depending upon the business needs/ exigencies, as also to meet the peak/odd requirements, etc.

(f) The Workmen/Union agrees to accept and adopt new methods of work, tools and technology which may be introduced by the Management from time to time. The Management, on its part, would take the requisite steps to impart necessary training as may be required.

(g) The Workmen/Union agrees to re-skilling, multi-skilling and multi-tasking of Workmen. The Workmen/Union also agree that the Management may effect cross-functional deployment of workmen within the same Unit, depending upon exigencies of work, both in short as well as long term. The Workmen/Union, in principle, accepts the concept of lateral mobility of workmen. The Workmen/Union further agree that the Workmen shall perform and diligently carry out all duties as may be laid down by the Management from time to time for different levels including such duties that are incidental and ancillary to their normal duties.

(h) The Workmen/Union and the Management agree upon the need to eliminate all wasteful work practices. The Workmen/Union agrees to whole heartedly support the Management in this regard.

(i) The parties agree to constitute a Joint Safety and Health Committee within the unit.

(j) The Union agrees to extend their whole hearted support to the initiatives taken by the Management from time to time towards environmental and social responsibility issues.

(k) The parties agree to constitute an employees' work council consisting of representatives of the Management and the Workmen ('EWC'). This EWC shall address concerns on work methods, processes, systems, productivity, customer feedback, quality improvement, elimination of wasteful practices and other incidental & related issues but shall not discuss monetary issues or matters falling within the purview of collective bargaining. All unanimous decisions of EWC (except those that might entail financial burden on the Management) will be implemented by the Management and the Workmen after obtaining required approvals.

The EWC shall consist of two Workmen from Operations Department and one each from Production, Engineering (Maintenance) and Transport Departments. The EWC will have equal representation from the Management including the Unit Head who will be the Chairman of the EWC as well as a nominee from the Human Resources Department who will act as 'Member-Secretary'. Meetings shall be held quarterly (once every three months) convened by the Member-Secretary who will also be in charge of keeping records of the proceedings, follow up on implementation of decisions and all other communications.

(l) The Workmen/Union agrees to co-operate with the Management to ensure that the cost of labour per unit does not increase in physical terms. Further, outsourcing of activities may be resorted to as a strategic initiative to gain competitive cost position. Outsourcing of any activity will be communicated to the Union.

(m) The Union agrees that in order to align with requirement of customers, the Management may revise the shift arrangements, both in respect of composition of shifts and number of persons in each shift as well as shift timings, as per requirements and exigencies of work from time to time.

(n) The Workmen/Union agrees that workmen shall be liable to be sent on deputation to other locations to meet business needs for specified period(s), depending upon work requirements of the Company. The period of such deputation shall ordinarily be up to 30 days, but may extend up to 180 days in case of exigencies only. It is understood and agreed that deputation to other locations is different than temporary or permanent transfers, as stipulated in the terms of appointment.

(o) It is agreed that downturn in business shall be dealt as per the provisions of the Industrial Disputes Act, 1947, i.e. the law of the land.

(p) Union agrees to support and jointly work on policy/scheme to take care of surplus manpower in case such a surplus is clearly identified and shared with the union.

7. Discipline: (a) The Workmen/Union agree that right to discipline Workmen/employees is exclusively vested in the Management and, as such, the Management shall always have the exclusive right to maintain discipline and order in the establishment as well as to establish norms in respect of conduct and behaviour of the workmen/employees. The Workmen/Union expressly undertake to maintain discipline and not to disturb industrial peace and harmony. The Workmen also expressly undertake to maintain highest standard of efficiency in service and to improve productivity as well as to adhere to the norms of discipline. The Union/Workmen shall not indulge in any activity, tactic or strategy, which may have the effect of adversely affecting discipline or operations of the Management/Company. The Management and the Union affirm their faith in the Code of Conduct.

(b) The Union agrees that matter of 'employee-discipline' is a Management function and there shall not be any interference in this regard within the laid down process.

(c) Both the parties have expressed concern over the high rate of absenteeism among the workmen and agree to respectively initiate such measures as may be called for including counselling to curb this tendency and to bring it down to the minimum acceptable level.

(d) The Union/Workmen agree that the workmen who report for duty shall be at their place of work on time and shall not report at their place of work late.

(e) The Workmen and the Union firmly re-affirm that during the term of this Settlement there shall be no stoppage of work, walk out, boy-cott, picketing, slowdowns, work to rule or any other act or tactic or strategy including but not limited to, any interferences with the smooth and efficient operation of the business of the company that may adversely affect the work of the Company and/or other normal functions of various sections or departments of the Management/company and/or operation of services of the Company or adversely affecting the services to the customers or causing inconvenience to the customers particularly airlines and their passengers, etc. In no case shall the Workmen/Union resort to any industrial action without exhausting the avenues to resolve the dispute/differences in a peaceful, speedy and orderly manner through mutual dialogue. Any strike or other industrial action shall not be resorted to in contravention of this Settlement. It was further agreed between the parties that the terms agreed upon in this Settlement will be implemented in letter and spirit and both the parties affirm not to contravene any of the terms agreed upon in the Settlement.

(f) The Union office bearers/committee members/members shall do their normal work and perform duties during their duty hours, and no Union activity shall be carried out during duty hours, except where specifically permitted by the Management in writing or on a specific written request made by the President of the Union, in which case release may be considered by the Management subject to exigencies of work.

8. Previous Understandings/Existing facilities: Existing facilities as agreed upon and previous understanding between the parties, if any, shall continue except those which specifically stand superseded or modified under this Settlement.

9. Settlement of all Issues: This Settlement fully and finally settles all issues, demands, claims, etc., of the workmen against the Management, having financial implications, and as such the reference case bearing ID reference number IT/44/12 pending before the Learned Industrial Tribunal, Panaji, Goa and/or any other dispute/demand having financial implications against the Management, also stand fully and finally settled. The parties therefore, shall file a joint application before the Hon'ble Tribunal in the aforesaid cases for passing an award in terms of this Settlement.

8. The above terms are signed by the persons representing the Management as well as the persons representing the Union. The terms have been signed in the presence of the witnesses

namely, Camilo Dias, Prashanth Prabhu, Desiree Dias, Deepule Mringalaya and Anthony Dias. Adv. Shri Suhas Naik representing Party I has also endorsed the Settlement on behalf of Party I.

9. I have gone through the terms of the settlement and I am satisfied that the terms of settlement are certainly in the interest of workman. I, therefore, accept the said terms and pass the following:

ORDER

1. The reference stands disposed off by consent award in view of the settlement terms filed by the parties at Exb. 9.
2. No order as to costs.

Inform the Government accordingly.

Sd/
(Bimba K. Thaly)
Presiding Officer
Industrial Tribunal-cum-
Labour Court-I

Department of Panchayati Raj &
Community Development

Directorate of Panchayats

Notification

No. 19/DP/V.P. Harvalem/2014/5048

In pursuance of sub-section (1) of Section 46 of the Goa Panchayat Raj Act, 1994 (Goa Act 14 of 1994) it is hereby notified for the information of the public that the member mentioned in the column No. 3 of the Schedule hereinbelow has been elected as Sarpanch/Dy. Sarpanch to the Panchayat mentioned in the corresponding column No. 2 of the said Schedule in the meeting held on as mentioned in column No. 4 of the said Schedule.

SCHEDULE

Sr. No.	Name of Village Panchayat	Name and address of Sarpanch and Dy. Sarpanch	Date of Election
1	2	3	4

Bicholim

1.	V. P. Harvalem	Sarpanch Shri Sagar Sagun Malik, r/o H. No. 473, Upper Harvalem, Sankhalim-Goa	14-08-2014.
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1	2	3	4
		Dy. Sarpanch Smt. Sharada Sharad Malik, r/o H. No. 926, Varchawada, Harvalem Sankhalim-Goa	

Elvis Gomes, Director (Panchayats).

Panaji, 28th August, 2014.

Notification

No. 19/35/DP/BYE-ELECTION/2014/5049

In pursuance of sub-section (8) of Section 7 of the Goa Panchayat Raj Act, 1994 (Goa Act 14 of 1994), read with Rule 58 of the Goa Panchayat and Zilla Panchayat (Election Procedure) Rules, 1996, it is hereby notified for the information of the public that the persons specified in column No. 3 of the Schedule appended hereto have been duly elected as member of the Panchayat mentioned in the corresponding entry in column No. 2 from the ward shown against the name in column No. 4 of the said schedule in the bye-election held on 24-08-2014.

SCHEDULE

Sr. No.	Name of Village Panchayat/Block	Name and address of the elected member	Ward No. Reservation
1	2	3	4
1.	V. P. Collem Dharban-dora-Goa	Shri Naresh Khushali Shigaonkar, H. No. 288, Bazarwada Collem-Goa	VI (Reserved for OBC)

By order and in the name of the Governor of Goa.

Elvis Gomes, Director & ex officio Jt Secretary (Panchayats).

Panaji, 8th September, 2014.

Notification

No. 19/35/DP/BYE-ELECTION/2014/5050

In pursuance of Section 128 of the Goa Panchayat Raj Act, 1994 (Goa Act 14 of 1994), read with sub-rule (2) of Rule 58 of the Goa Panchayat and Zilla Panchayat (Election Procedure) Rules, 1996, it is hereby notified for the information of the public that the person specified in column

No. 2 of the Schedule appended hereto has been duly elected as member of North Goa Zilla Panchayat from Constituency shown against his name in column No. 3 of the said schedule in the bye-election held on 24-08-2014.

SCHEDULE

Sr. No.	Name and address of the elected member	No. and name of Zilla Panchayat Constituency
1	2	3
1.	Sydney Paulo Barreto, r/o H. No. 18/108, Odlembatt, Taleigao, Tiswadi-Goa	13-Taleigao.
2.	Smt. Reema Ramesh Naik, H. No. 293, Pansulem, Dharbandora-Goa	14-Dharbandora.

By order and in the name of the Governor of Goa.

Elvis Gomes, Director & ex officio Jt Secretary (Panchayats).

Panaji, 8th September, 2014.

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Department of Public Health

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Order

No. 44/4/2006-I/PHD/5341

Read: Letter No. 44/4/2006-I/PHD dated 03-06-2014.

Government is pleased to sanction the extension of Extraordinary leave to Dr. Wendy D'Mello, Public Health Dentist, Directorate of Health Services for further period of 2 years w.e.f. 08-08-2014 to 07-08-2016 being last spell of the leave in terms of Government Notification No. 2/5/95-PER dated 02-01-2003.

By order and in the name of the Governor of Goa.

D. G. Sardesai, Additional Secretary (Health).

Porvorim, 17th September, 2014.

Order

No. 44/32/2013-I/PHD/3518

Government is pleased to accept the resignation tendered by Dr. Rishim Agrawal, Senior Surgeon, under Directorate of Health Services under Rule 48 of CCS (Pension) Rules, 1972 and to relieve him

from the post of Senior Surgeon under Directorate of Health Services with effect from 01-09-2014 (f. n.).

By order and in the name of the Governor of Goa.

D. G. Sardesai, Additional Secretary (Health).

Porvorim, 16th September, 2014.

Order

No. 4/2/2004-IV/PHD/1453

Government is pleased to extend the term of ad hoc promotion of Dr. Sachin S. Kakodkar, against the post of Assistant Professor in the Department of Orthodontics in Goa Dental College and Hospital in the Pay Band-3 Rs. 15,600-39100+ Grade Pay of Rs. 6600/-+ NPA and other allowances admissible as per the rules for a further period of one year w.e.f. 20-11-2013 to 19-11-2014.

This issues with the concurrence of the Goa Public Service Commission as conveyed vide letter No. COM/II/11/14(1)/2013 dated 27-8-2014.

By order and in the name of the Governor of Goa.

Sangeeta M. Porob, Under Secretary (Health).

Porvorim, 17th September, 2014.

Order

No. 38/284/2014-I/PHD/3505

Government is pleased to accept the resignation tendered by Dr. Leon Da Silva, Medical Officer (on contract basis), Sub-Centre, Assolna under Primary Health Centre, Chinchinim under Directorate of Health Services w.e.f. 01-06-2014. He stands relieved from the post of Medical Officer (contract basis) under Directorate of Health Services w.e.f. 01-06-2014 (b. n.).

By order and in the name of the Governor of Goa.

Maria Seomara Desouza, Under Secretary (Health).

Porvorim, 16th September, 2014.

Order

No. 4/1/2014-IV/PHD/Part/1449

Government is pleased to invoke the provisions of the Agreement-cum-Bond executed by the Post Graduate Students (MDS) and appoint Dr. Bhavya M. Amin, MDS student, as Lecturer in the

Department of Prosthodontics and Crown & Bridge in Goa Dental College & Hospital, Bambolim-Goa on contract basis for a period of one year with effect from the date of joining.

Dr. Bhavya M. Amin shall be paid monthly emoluments of Rs. 45,000/- (Rupees forty-five thousand only) per head per month against the respective Budget Head, and on the terms and conditions contained in the Agreement to be executed by her with the Government.

By order and in the name of the Governor of Goa.

D. G. Sardesai, Additional Secretary (Health).

Porvorim, 16th September, 2014.

Order

No. 47/1/2011-I/PHD/3444

Read: 1. Order No. 47/1/2011-I/PHD dated 12-06-2012.
2. Order No. 47/1/2011-I/PHD dated 29-08-2013.

Ex-post facto approval of the Government is hereby conveyed for extension of deputation of Dr. Vasco Teles, Medical Officer, North Goa District Hospital, Mapusa under Directorate of Health Services as Medical Officer (Male) in Central Jail, Aguada for further period of one year w.e.f. 12-06-2014.

The deputation of Dr. Vasco Teles, Medical Officer shall be governed by the standard terms of deputation as contained in Office Memorandum No. 13/4/74-PER dated 12-02-1999 and as amended from time to time.

By order and in the name of the Governor of Goa.

D. G. Sardesai, Additional Secretary (Health).

Porvorim, 10th September, 2014.

Order

No. 4/14/2003-II/PHD(Part 2)/1445

On the recommendation of Goa Public Service Commission conveyed vide their letter No. COM/II//12/30(1)/2014/698 dated 22-08-2014, the Government is pleased to declare satisfactorily completion of probation period as well as confirmation of the following Officers in the Department of Urology in Goa Medical College in the posts shown against their names with immediate effect, as under:-

Sr. No.	Name of officers	Date of probation period completed	Post to which probation period completed and confirmed
1.	Dr. Prashant Tanaji Naik Mandrekar	23-12-2011 to 22-12-2013	Assistant Lecturer
2.	Dr. Maria Amanda Laxmi Cardoso	23-12-2011 to 22-12-2013	Assistant Lecturer
3.	Dr. Pankaj Digamber Chari	23-12-2011 to 22-12-2013	Assistant Lecturer
4.	Dr. Veku Anand Gaude	11-04-2012 to 10-04-2014	Assistant Lecturer

By order and in the name of the Governor of Goa.

Sangeeta M. Porob, Under Secretary (Health).

Porvorim, 16th September, 2014.

Certificate

No. 4/1/2006-II/PHD/1422

Read: Government Order No. 4/1/2006-II/PHD dated 07-05-2014.

Certified that the character and antecedents of Dr. Jinendra Kumar R., Assistant Professor in the Department of Neurosurgery in Goa Medical College and Hospital, Bambolim appointed vide above referred Order has been verified by the Addl. District Magistrate, North Goa District, Panaji and nothing adverse has come to the notice of the Government.

Sangeeta M. Porob, Under Secretary (Health).

Porvorim, 10th September, 2014.

Certificate

No. 4/23/2002-II/PHD/Part 1/1416

Read: Government Order No. 4/23/2002-II/PHD/Part 1 dated 03-07-2014.

Certified that the character and antecedents of Dr. Gauri Malhar Nilajkar, Lecturer in the Department of Medicine in Goa Medical College and Hospital, Bambolim appointed vide above referred Order has been verified by the Addl.

District Magistrate, North Goa District, Panaji and nothing adverse has come to the notice of the Government.

Sangeeta M. Porob, Under Secretary (Health).
Porvorim, 10th September, 2014.

Certificate

No. 4/20/2002-II/PHD/P. F/1414

Read: Government Order No. 4/20/2002-II/
/PHD/PF. dated 23-05-2014.

Certified that the character and antecedents of Dr. Prachi Chirag Bhandare, Lecturer in the Department of Skin & V. D. in Goa Medical College and Hospital, Bambolim appointed vide above referred Order has been verified by the Addl. District Magistrate, North Goa District, Panaji and nothing adverse has come to the notice of the Government.

Sangeeta M. Porob, Under Secretary (Health).
Porvorim, 10th September, 2014.

Certificate

No. 44/12/2014-I/PHD/3429

Read: 1) Memorandum No. 41/5/2005-I/PHD
dated 21-05-2014.
2) Government Order No. 41/5/2005-I/
/PHD dated 16-06-2014.

Certified that the character and antecedents of Dr. Pabitra Ghoshal, Junior Anaesthetist (Group 'A', Gazetted) under Directorate of Health Services has been verified by the District Magistrate, North Goa, Panaji vide letter No. 2/11/2013-MAG/VCA/2109 dated 18-08-2014 and it is revealed that there is nothing adverse reported against him.

Maria Seomara Desouza, Under Secretary (Health-II).

Porvorim, 10th September, 2014.

Certificate

No. 44/16/2014-I/PHD/3437

Read: 1) Memorandum No. 22/3/2000-I/PHD
dated 25-02-2014.
2) Government Order No. 22/3/2000-I/
/PHD dated 08-08-2014.

Certified that the character and antecedents of Dr. Pranay Budkule, Junior Physician (Group 'A', Gazetted) under Directorate of Health Services has been verified by the District Magistrate, North Goa,

Panaji vide letter No. 2/11/2013-MAG/VCA/2109 dated 18-08-2014 and it is revealed that there is nothing adverse reported against him.

Maria Seomara Desouza, Under Secretary (Health-II).

Porvorim, 10th September, 2014.

Certificate

No. 11/3/89-IV/PHD/3(Part I)/1381

Read: Government Order No. 11/3/89-IV/PHD/3
(Part I) dated 25-07-2014.

Certified that the character and antecedents of Dr. Sapna Sada Raut Dessai, Lecturer in Oral Medicine and Radiology in Goa Dental College and Hospital, Bambolim-Goa mentioned in the above referred Order have been verified by the District Magistrate, South Goa District, Margao-Goa and nothing adverse has come to the notice of the Government.

Sangeeta M. Porob, Under Secretary (Health).
Porvorim, 8th September, 2014.

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Department of Revenue

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Order

No. 26-2-98-RD(PF)

Read: 1) Order No. 26/2/98-RD (PF) dated
01-01-2014.
2) Order No. 26/3/2012-RD dated
07-05-2014.
3) Order No. 26/2/2011-RD dated
26-02-2014.

The Government of Goa is pleased to extend the ad hoc appointment to the following Assistant Survey & Settlement Officer/Inspector of Survey & Land Records (Group 'B', Gazetted) in the pay scale of ` 9,300-34,800 plus Grade Pay of ` 4,200/- in the Directorate of Settlement & Land Records for a further period at their present place of posting as per the dates mentioned against their names:

Sr. No.	Name of Officer	Period of extension granted
1	2	3
1.	Smt. Maya K. Amonkar, ASSO	w.e.f. 04-05-2014 to 03-10-2014.
2.	Smt. Suchitra B. Shanke alias Anisha A. Matondkar ISLR	w.e.f. 04-05-2014 to 03-10-2014.

1	2	3
3.	Shri Savio C. Silveira, ISLR	w.e.f. 14-06-2014 to 13-12-2014.
4.	Shri Rajesh R. Pai Kuchelkar, ISLR	w.e.f. 01-07-2014 to 31-12-2014.

2. The above appointment shall be for extended period or till he/she is regularized in the GPSC or superannuates, whichever is earlier.

3. The above ad hoc appointment will not bestow the promoted officers any claim for regular appointment and the service rendered on ad hoc basis will not count for the purpose of seniority in that grade for eligibility for promotion to the next higher grade.

4. This issues with the concurrence of the Goa Public Service Commission, Panaji, as conveyed vide its letter No. COM/II/11/29(1)/2013/1024 dated 15-09-2014.

By order and in the name of the Governor of Goa.

Ashutosh Apte, Under Secretary (Revenue-I).

Porvorim, 18th September, 2014.

Order

No. 23/38/2013-RD

Whereas, the Government of Goa, vide Notification No. 23/38/2013-RD dated 31-12-2013, issued under sub-section (1) of Section 4 of the Land Acquisition Act, 1984 (Act 1 of 1894) (hereinafter referred to as the "said Act"), and published in the Official Gazette, Series II, No. 39 dated 31-12-2013, notified that the land specified in the Schedule thereof (hereinafter referred to as the "said land") is likely to be needed for public purpose viz. Land Acquisition for Ribander Bypass on NH-4-A between kms. 143/500 to kms. 153/200-Rehabilitation of affected families (hereinafter referred to as the "said public purpose");

And whereas, the Government of Goa, considered the report made by the Collector under sub-section (2) of Section 5-A of the said Act and on being satisfied that the said land is needed for the said public purpose, vide Notification No. 23/38/2013-RD dated 30-07-2014, issued under Section 6 of the said Act, and published in the Official Gazette, Series II No. 19 dated 07-08-2014, declared that the said land is required for the said public purpose.

Now, therefore, in exercise of the powers conferred by Section 7 of the Land Acquisition Act, 1894 (Act 1 of 1894), the Government of Goa hereby directs the Collector, North Goa District, Panaji-Goa to take the order for acquisition of the said land.

By order and in the name of the Governor of Goa.

Anju S. Kerkar, Under Secretary (Revenue-II).

Porvorim, 19th September, 2014.

Order

No. 22/14/2013-RD

Whereas, the Government of Goa, issued Notification under section 4(1) of the Land Acquisition Act, 1894 (Central Act 1 of 1894) (hereinafter referred to as the "said Act") bearing Notification No. 22/14/2013-RD dated 16-07-2013, published in Series II, No. 17, of the Official Gazette dated 25-07-2013 and in two local dailies viz. "Times of India" and "Goa Doot" both dated 19-07-2013, notifying that the land is likely to be acquired for Acquisition for construction of school building in the property under Survey No. 4/18, of village Cuncolim, Salcete-Goa of Shree Sharda Bal Mandir situated at Cuncolim (hereinafter referred to as the "said public purpose");

And whereas, the Government of Goa has considered the report made by the Collector under sub-section (2) of section 5-A of the said Act and on being satisfied that the said land is needed for the said public purpose, vide Notification No. 22/14/2013-RD dated 14-07-2014, issued under section 6 of the said Act, and published in the Official Gazette, Series II, No. 15 dated 14-07-2014 and in two newspapers viz. "Gomantak Times" and "Pudhari" both dated 15-07-2014, declared that the said land is required for the said public purpose.

Now, therefore, in exercise of the powers conferred by section 7 of the said Act, the Government of Goa hereby directs the Collector, South Goa District, Margao, to take the order for acquisition of the said land.

By order and in the name of the Governor of Goa.

Ashutosh Apte, Under Secretary (Revenue-I).

Porvorim, 29th September, 2014.

Order

No. 22/15/2011-RD

Whereas, the Government of Goa, issued Notification under section 4(1) of the Land Acquisition Act, 1894 (Central Act 1 of 1894) (hereinafter referred to as the "said Act") bearing Notification No. 22/15/2011-RD dated 14-05-2013 published in Series II, No. 7 of the Official Gazette dated 16-05-2013 and in two local dailies viz. "Gomantak Times" and "Goa Doot" both dated 17-05-2013, notifying that the land is likely to be acquired for acquisition for the construction of Telephone Exchange at Cavelossim, Salcete Taluka (hereinafter referred to as the "said public purpose");

And whereas, the Government of Goa has considered the report made by the Collector under sub-section (2) of section 5-A of the said Act and on being satisfied that the said land is needed for the said public purpose, vide Notification No. 22/15/2011-RD dated 02-06-2014, issued under section 6 of the said Act, and published in the Official Gazette, Series II, No. 11 dated 12-06-2014 and in two newspapers viz. "Gomantak Times" and "Goa Doot" both dated 07-06-2014, declared that the said land is required for the said public purpose.

Now, therefore, in exercise of the powers conferred by section 7 of the said Act, the Government of Goa hereby directs the Collector, South Goa District, Margao, to take the order for acquisition of the said land.

By order and in the name of the Governor of Goa.

Ashutosh Apte, Under Secretary (Revenue-I).

Porvorim, 23rd September, 2014.

Notification

No. 23/26/2013-RD

Whereas by Government Notification No. 23/26/2013-RD dated 04-10-2013 published at Series II No. 29 of the Official Gazette dated 17-10-2013 and in two local newspapers namely, "Tarun Bharat" and "Navhind Times" both dated 08-10-2013, it was notified under Section 4 of the Land Acquisition Act, 1894 (Central Act 1 of 1894) (hereinafter referred to as "the said Act"), that the land specified in the Schedule appended to the said Notification (hereinafter referred to as the said land), was needed for public purpose, viz. Land Acquisition for construction of Ground Level

Reservoir, laying of pipeline and office/store building at village Curchorem of Taluka Quepem.

And Whereas, the Government of Goa (hereinafter referred to as "the Government"), after considering the report made under sub-section (2) of Section 5-A of the said Act is satisfied that the land specified in the Schedule hereto is needed for the public purpose specified above (hereinafter referred to as "the said land").

Now, Therefore, the Government hereby declares, under the provisions of Section 6 of the said Act that the said land is required for the public purpose specified above.

The Government also hereby appoints, under clause (c) of Section 3 of the said Act, the Special Land Acquisition Officer, SIP, Water Resources Department, Gogal, Margao-Goa, to perform the functions of the Collector for all proceedings hereinafter to be taken in respect of the said land.

A plan of the said land can be inspected at the office of the Special Land Acquisition Officer, SIP, Water Resources Department, Gogal, Margao-Goa till the award is made under Section 11.

SCHEDULE

(Description of the said land)

Taluka: Quepem *Village:* Curchorem

Survey No./ /Sub-Div. No.	Names of the persons believed to be interested	Approx. area in sq. mts.
1	2	3
80/1 (part)	O:1. Comunidade of Curchorem. 2. Hill Side Co-operative Housing Society.	1879
<i>Boundaries:</i>		
North : S. No. 80/1, 79/2-A.		
South : S. No. 80/1 & 81/1.		
East : S. No. 76, 80/1, 79/2-A, 106/4, 5.		
West : S. No. 80/1 & 81/1.		
		Total: 1879

By order and in the name of the Governor of Goa.

Anju S. Kerkar, Under Secretary (Revenue-II).

Porvorim, 19th September, 2014.

Notification

No. 22/32/2013-RD

Whereas by Government Notification No. 22/32/2013-RD dated 09-12-2013 published in Series II No. 38 of the Official Gazette, dated 20-12-2013 and in two local newspapers (1) "Gomantak" and (2) "Times of India" both dated 12-12-2013 it was notified under Section 4 of the Land Acquisition Act, 1894 (Central Act 1 of 1894) (hereinafter referred to as "the said Act"), that the land specified in the Schedule appended to the said Notification (hereinafter referred to as the said land), was likely to be needed for public purpose, viz. Land Acquisition for construction of Coastal Security Police Station at Tiracol village in Pernem Taluka.

And Whereas, the Government of Goa (hereinafter referred to as "the Government"), after considering the report made under sub-section (2) of Section 5-A of the said Act is satisfied that the land specified in the Schedule hereto is needed for the public purpose specified above (hereinafter referred to as "the said land").

Now, therefore, the Government hereby declares under the provisions of Section 6 of the said Act that the said land is required for the public purpose specified above.

The Government also hereby appoints, under clause (c) of Section 3 of the said Act, the Deputy Collector/SDO, Pernem-Goa to perform the functions of the Collector, North Goa District, Panaji, for all proceedings hereinafter to be taken in respect of the said land and directs him under Section 7 of the said Act to take order for the acquisition of the said land.

A plan of the said land can be inspected at the office of the Deputy Collector/SDO, Pernem-Goa till the award is made under Section 11.

SCHEDULE

(Description of the said land)

Taluka: Pernem*Village:* Tiracol

Survey No./ Sub-Div. No.	Name of the person believed to be interested	Approx. area in sq. mts.
1	2	3
13/2 (P)	O:1. M/s. Leading Hotels Pvt. Ltd.	1250

Boundaries:

North : S. No. 13/2.

South : River Tiracol.

1

2

3

East : River Tiracol.

West : Road.

Total: 1250

By order and in the name of the Governor
of Goa.

Ashutosh Apte, Under Secretary (Revenue-I)

Porvorim, 23rd September, 2014.

Corrigendum

No. 23/34/2013-RD

Read: Government Notification No. 23/34/2013-RD dated 07-08-2014 regarding Land Acquisition for construction of road bridge at Balli in Quepem Constituency on Balli Fatorda MDR road at Balli, Quepem published in two local newspapers viz. (1) Times of India and (2) Goa Doot both dated 12-08-2014.

In the Schedule appended to the above cited Notification No. 23/34/2013-RD dated 07-08-2014, in the Survey No. 74/4 (Part) the name of Dattu Nilu Naik Desai shall be read as Dattu Nilu Phal Desai.

The rest of the contents of Schedule shall remain unchanged.

By order and in the name of the Governor
of Goa.

Anju S. Kerkar, Under Secretary (Revenue-II).

Porvorim, 23rd September, 2014.

Department of Vigilance**Office Memorandum**

No. 13/59/2005-VIG/(Part)/(Vol.III)/1967

Read: O. M. No. 13/59/2005-VIG/921 dated
23-05-2013.

In partial modification of the above stated Office Memorandum the below mentioned Officers are hereby appointed as State Public Information Officer & Assistant Public Information Officer to deal with the application received from the Public under the Right to Information Act, 2005 (Central Act No. 22 of 2005) in place of Senior Technical Examiner & Technical Examiner.

Sr. No.	Branch	Designation of the Officer	Officer under the Act
1.	Technical Cell	Chief Technical Examiner	First Appellate Authority.
2.		Technical Examiner	Public Information Officer.
3.		Lower Division Clerk	Assistant Public Information Officer.

Amarsen Wamanrao Rane, Director & ex officio Additional Secretary (Vigilance).

Panaji, 29th September, 2014.

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Department of Water Resource
Office of the Chief Engineer

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Notification

No. 4/4/EO-WRD/2014-15/507

Read: Notification No. 19-2/CE-IRRG/EO/435 dated 24-02-2000, published in the Official Gazette Series II No. 49 dated 02-03-2000.

In pursuance of Clause (a) of sub-section (1) of Section 4 of the Goa Tillari Irrigation Development Corporation Act, 1999 (Goa Act 6 of 1999) and in supersession of the Government Notification No. 4/4/EO-WRD/2013-14/413 dated 12-08-2013, the Government of Goa is pleased to appoint Shri R. K. Srivastava, IAS, Principal Secretary (Forests), Government of Goa, as the Chairman of

the Goa Tillari Irrigation Development Corporation, with immediate effect.

By order and in the name of the Governor of Goa.

S. T. Nadkarni, Chief Engineer & ex officio Additional Secretary (WRD).

Porvorim, 17th September, 2014.

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Department of Women & Child Development

Directorate of Women & Child Development

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Order

No. 1-181-2001/DW&CD/09027

In exercise of powers conferred under Section 18 of the The Commission for Protection of Child Rights Act, 2005 (Central Act No. 4 of 2006), the State Government is pleased to constitute the following three member committee for the selection of the Chairperson of the Goa State Commission for Protection of Child Rights:

1. Hon'ble Minister for Women and Child Development — Chairperson.
2. Commissioner & Secretary (Women & Child Development) — Member.
3. Director (Women and Child Development) — Member.

By order and in the name of the Governor of Goa.

Vikas S. N. Gaunekar, Director & ex officio Joint Secretary (Women & Child Development).

Panaji, 30th September, 2014.

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